



**MEMO TO:** County Council Members

**CC:** Satpal Sidhu, County Executive  
Tyler Schroeder, Deputy Executive

**FROM:** Donnie LaPlante, Human Resources Associate Manager

**DATE:** May 6, 2022

**SUBJECT:** AFSCME Council 2 – Public Defenders Collective Bargaining Agreement

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In 2021, the Deputy Public Defender attorneys in the Public Defender's Office filed a representation petition with the WA State Public Employment Labor Relations Commission, and were recognized as a bargaining unit represented by the Washington State Council of County and City Employees, AFSCME. The County and Union have agreed to terms and conditions for a first Collective Bargaining Agreement, beginning date of Council adoption through 2024. We are pleased to have reached a settlement agreement consistent with budget authority.

The collective bargaining agreement currently represents 21 Deputy Public Defender attorneys in the Public Defender's Office.

Highlights are summarized below:

### **Wages**

Wage parity with the Prosecuting Attorney's Office, resulting in a 5% increase over current Public Defender wages which have been frozen since January 2021.

### **Health and Welfare Benefits**

Monthly County contribution to medical at \$1,313.20, consistent with other groups on the Teamsters' Trust.

### **Lump Sum**

The first full pay period following ratification, each active employee on payroll will receive a one-time lump sum payment in the amount of \$1,000.

Should you have any questions, I am available by email at [dlaplant@co.whatcom.wa.us](mailto:dlaplant@co.whatcom.wa.us) or at extension 5306.